Defense Integrated Military Human Resources System (DIMHRS)

DIMHRS 101 Overview

As of 22 May 2008

Outline

- DIMHRS Defined
- Army HR Evolution/ Transformation
- Culture Changes
- Self Service Capabilities
- Training
- Coachware
- Testing
- Contact Center

- Key Decisions
- Allotments
- Access
- Benefits to Soldiers and Commanders
- Bottom Line
- Your Support is critical
- SMRB
- Payslip

Active ◆ National Guard ◆ Reserve ◆
DIMHRS
Defense Integrated Military Human Resources System
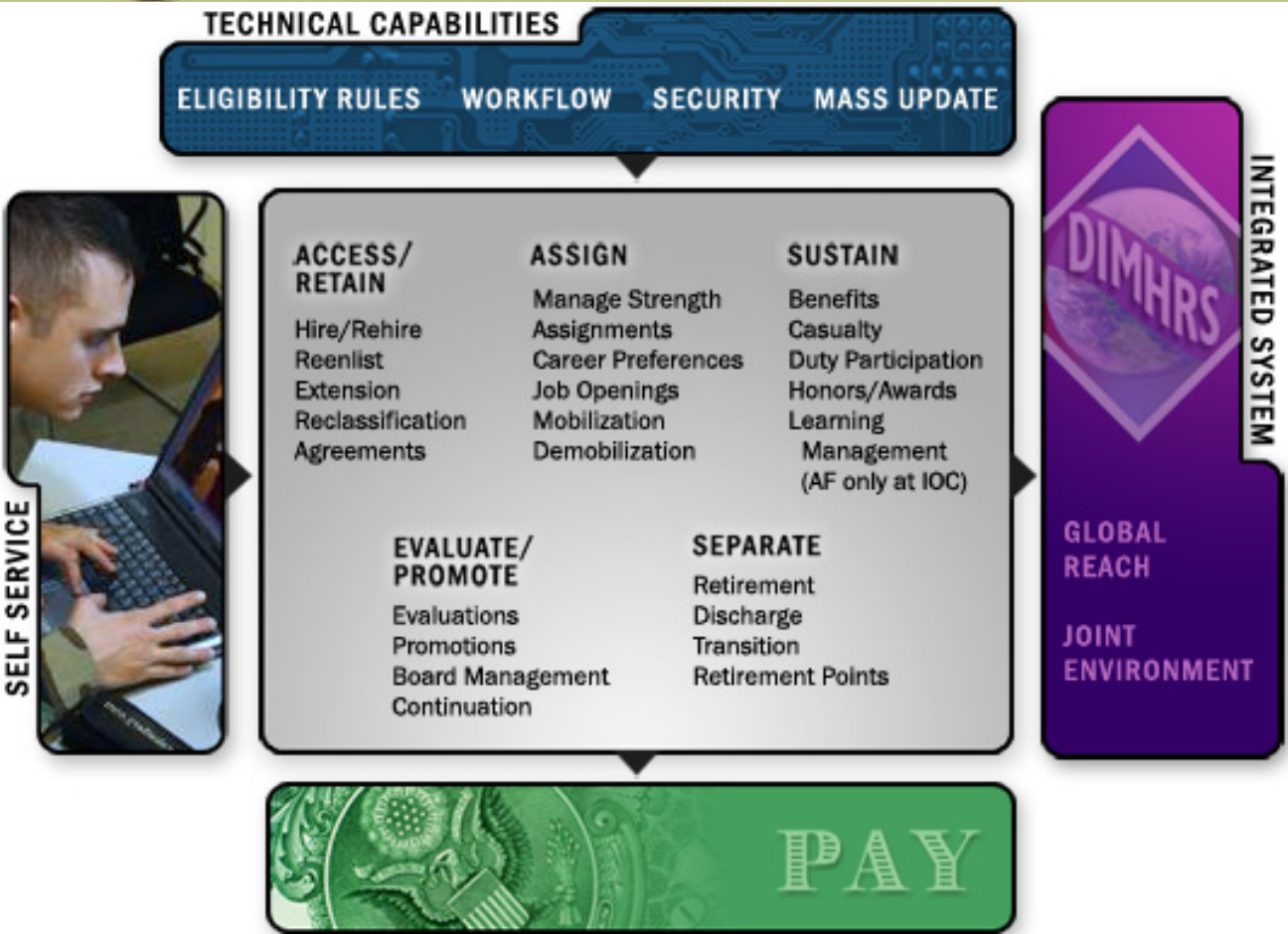U.S.ARMY

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DIMHRS Defined

- DIMHRS is a fully integrated web-based, all-Service, all-Component, military personnel and pay system that will support military personnel throughout their careers

- DIMHRS will be implemented throughout the entire Army (All Components) in March 2009

- DIMHRS will subsume (replace) approximately 67 legacy Army systems, integrating payroll and personnel functions for the Active Army, Army National Guard, and Reserve Components

- Soldiers will be paid through DIMHRS (no longer through DJMS/MyPay) beginning at IOC

- DIMHRS will:
  - Provide accurate and timely data on personnel assets
  - Provide standard data for comparison across Services and Components
  - Properly track Soldiers for both pay and service credit
  - Track all military personnel, including in theater
  - Provide integrated personnel and pay functions

◆ Active ◆ National Guard ◆ Reserve ◆

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DIMHRS Defined

TECHNICAL CAPABILITIES

ELIGIBILITY RULES   WORKFLOW   SECURITY   MASS UPDATE

SELF SERVICE

ACCESS/RETAIN
Hire/Rehire
Reenlist
Extension
Reclassification
Agreements

ASSIGN
Manage Strength
Assignments
Career Preferences
Job Openings
Mobilization
Demobilization

SUSTAIN
Benefits
Casualty
Duty Participation
Honors/Awards
Learning
 Management
 (AF only at IOC)

EVALUATE/PROMOTE
Evaluations
Promotions
Board Management
Continuation

SEPARATE
Retirement
Discharge
Transition
Retirement Points

DIMHRS

INTEGRATED SYSTEM

GLOBAL REACH

JOINT ENVIRONMENT

PAY

One Application For Personnel & Pay

Applications Code

DIMHRS
Integrated AC/RC Personnel and Pay System

Data Warehouse

Multi-Component

- One Record, One Soldier
- Personnel Action equals Pay transaction
- Soldier Self-Service
- Reduction of Paper
- Real-Time Reporting
- Personnel Situational Awareness

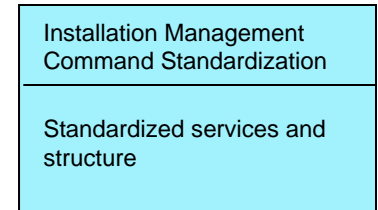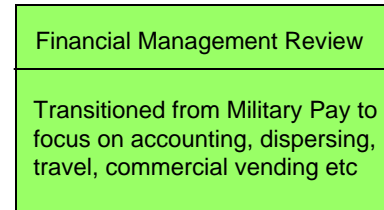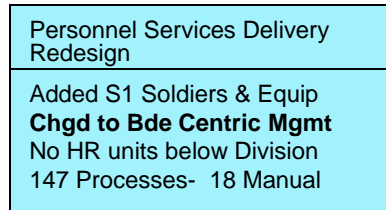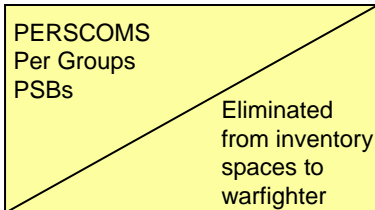**DIMHRS**
Defense Integrated Military Human Resources System

Army Human Resource Support Evolution/Transformation
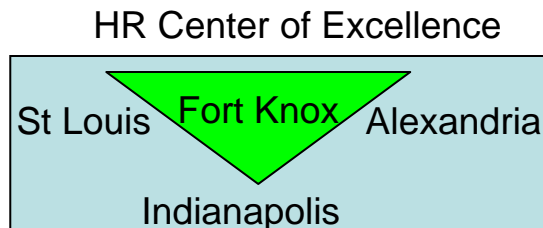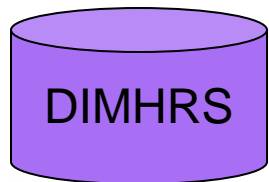
Data ➡ Information ➡ Knowledge ➡ Wisdom

LTG Maude's Vision
One integrated database with all Components and integrated personnel and pay

Disconnected systems that are component specific and separated between per/pay

PERSCOMS Per Groups PSBs — Eliminated from inventory spaces to warfighter	**Personnel Services Delivery Redesign** Added S1 Soldiers & Equip **Chgd to Bde Centric Mgmt** No HR units below Division 147 Processes- 18 Manual	**Financial Management Review** Transitioned from Military Pay to focus on accounting, dispersing, travel, commercial vending etc	**Installation Management Command Standardization** Standardized services and structure

Transformation: HR initiatives to increase responsiveness to the operational force

DIMHRS

HR Center of Excellence
St Louis — Fort Knox — Alexandria
Indianapolis

Human Resource Enterprise Contact Center

Assistance Team

Assess & resolve issues by going to units

♦ Active ♦ National Guard ♦ Reserve ♦
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Defense Integrated Military Human Resources System

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Culture Shift

- DIMHRS is based on the COTS product, PeopleSoft®

- PeopleSoft® is a proven personnel and pay tool for several major corporations in the private sector

- As to be expected, the adoption of a COTS product comes with a certain degree of culture change

Culture Shift
- Terminology
- 2-Pay Cycle Mandate
- More responsibility on Soldiers to initiate/maintain records
- Process automation
- Brigades and above control access
- Less Finance Corps interaction

Commercial Off the Shelf (COTS)

Enterprise Resource Planning System
"DIMHRS has less than 2% customization to the off-the-shelf PeopleSoft® software."

Changes in Terminology

Current Term	DIMHRS Term
Leave	Absence
Unit/UIC	Department
Enlistment	Hire
Re-enlist	Rehire
BASD	Original Hire Date
MOS	Job Family

SSN	EMPL ID
No Longer Key Identifier	New Key Identifier

Self-Service Items

Finance
- Start/Stop or Modify Discretionary Allotments and Savings Bonds
- Employee Withholding Request (Form W-4)
- Employee Reissue W-2 Request
- Direct Deposit Information Change
- State of Legal Residence Change

Personnel
- Member Personal Information Update
- Personal Action Request

Benefits
- Thrift Savings Plan Enrollment

View Only
- Dependent Information
- Certificate of Release or Discharge from Active Duty (DD 214)
- Correction to DD Form 214
- Service Members' Group Life Insurance (SGLI) Election
- Leave & Earnings Statement
- Record Brief
- Currently Assigned Checklists
- Civilian Education; Military Education; Awards; Enlistment/Reenlistment
- Contracts; Evaluations; DA Photo
- Wage and Tax Statement (Form W-2)

Request for Assignment
Volunteer for Assignment; Early Return of Dependents from Overseas;
Assignment Curtailment/Deletion/Early Arrival Request; etc…

USAR/ARNG Requests
Active Duty for Training (ADT), Individual Mobilization, etc…

Request for Voluntary Separation/Discharge
Enlisted Soldier Pregnancy, Hardship, etc…

Retirement Requests
Retirement Application, Retirement Pay/Points Balance Request, etc…

Request for Record Updates
Married Army Couples Program (Joint Spouse), Sole Surviving Son or Daughter
Application, etc…

Request for Awards
Unit Award, ARNG State Awards, etc…

Request for Family Member Travel

Request for Transition from Reserve to Regular Commission

Request Enlistment Extension

Request for Enlisted Commissioning Program
Green to Gold, Officer Candidate School, etc…

Request for Various Waivers

Audiences

DIMHRS Administrator
-Provides System Access
-Assigns Roles & Permissions
-Audits and Monitors User Transactions
-Management Controls

Train the Trainer/(Change Agents)
-Expert on DIMHRS Functionality
-Returns to Organization as DIMHRS expert
-Conducts DIMHRS overviews and classes

HR Specialists
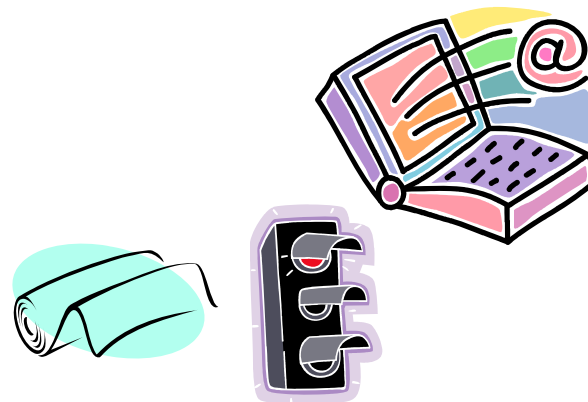-Provides HR Services to Soldiers
-Completes DIMHRS training for their Role

Managers
-Anyone (Military or Civilians) who supervises a Soldier
-Completes admin actions for Soldiers

Self Service
-All Soldiers must complete the Distance Education

The primary focus for training is Distance Education via the Electronic Blackboard

>150 Roles
Assessments for each Role

DIMHRS Learning Strategy: Communications and Training

Phase I Sep 06 - Jun 08
Awareness

Site Visits
Conferences and Events
Website Content:
- Workforce Readiness Packages
- Work Center Readiness Packages
- PM Corner and MSG Corner
- Deployment Plan
- DIMHRS Briefings
- User Productivity Kits (UPKs)
- Training Information
- Warning Order 08-01
- OPORD (May 08) & associated FRAGOS

Monthly Change Network VTCs
Change Sponsor Outreach
ACOMs/ASCCs/ARNG/USAR

Media Outreach
HRC PAO, IMCOM PAO
Army Times, DOD Bloggers Roundtable

Phase II Jul - Nov 08
Execution Phase I

Instructor Led Training (ILT)
Deployed Theater Training
DIMHRS Administrator (DA)
Train-the-Trainer (T3)

- **DIMHRS Admin – 80 Hrs**
- **Train-the-Trainer – 80 Hrs ILT and Distributed Learning (dL)**
  - Fort Jackson
  - Camp Robinson, AR
  - Fort Hood, TX
  - Deployed Theater
  - USAREUR (DA only)
  - Korea/Hawaii (DA only)

Phase III Jul 08 - Feb 09
Execution Phase II

- **Who**
  - HR Specialists
  - Managers
  - Self-Service

- **How – Cdr's Discretion**
  - dL via Blackboard (Bb)
  - ILT using T3s
  - ILT using Bb materials

- **Support**
  - T3s
  - ADCC (Army DIMHRS Contact Center)
  - Bb Chat Rooms
  - Coachware

Special Focused Business process reviews (Reception Bns, HRC, etc.)

Phase IV Mar 09
Sustainment

- **Electronic Bb will be maintained**

- **AG School will sustain in**
  - 2wk DA Course
  - NCOES/OES Courses
  - Professional Dev Crs

- **School Houses**
  - Integration of DIMHRS-related data into IET

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Main Training Effort is Distance Education

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Coachware (For Navigating the System)

Test Progression

Effective
- Single Entry
- Accurate
- Timely Updates
- Self Service
- Timely Query Response

Suitable
- Manprint domain adequate
- Reliable
- ILS supported
- Help Desk Works

Survivable
- PII & Computer Security
- IA protects from exploitation/corruption
- Timely Updates
- Timely Restoration if required

We are committed to fielding a fully functional system. Our Soldiers deserve nothing less.
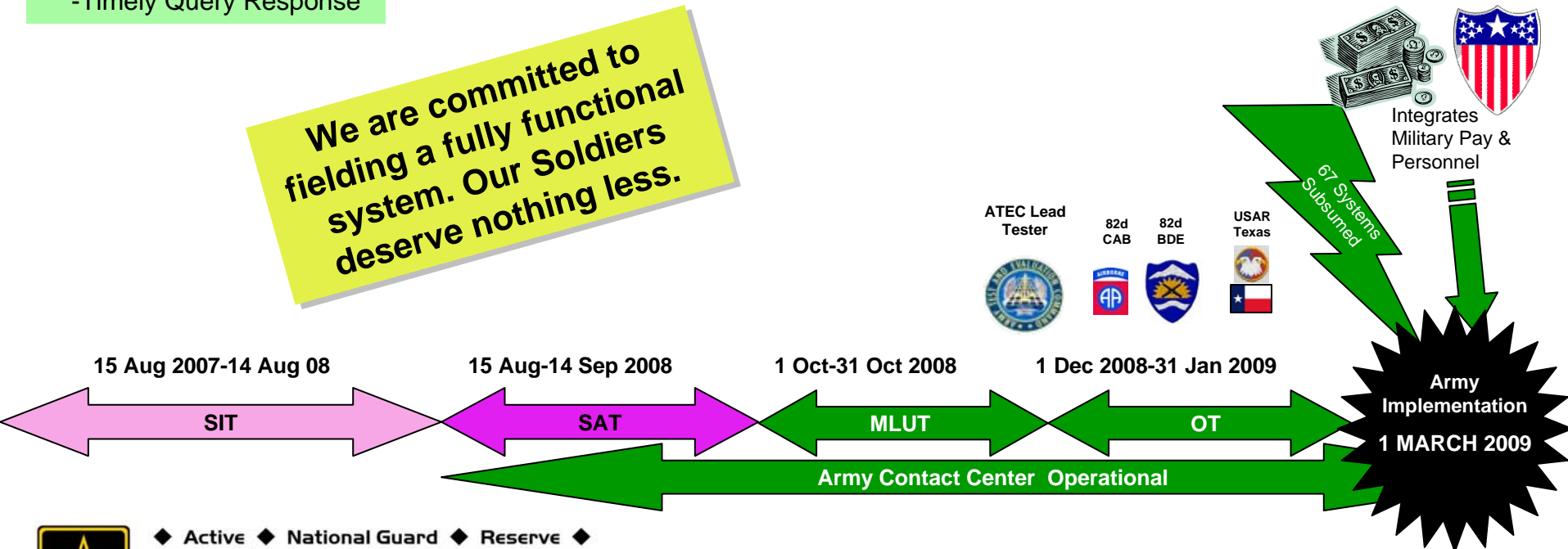
Integrates Military Pay & Personnel

67 Systems Subsumed

ATEC Lead Tester

82d CAB

82d BDE

USAR Texas

15 Aug 2007-14 Aug 08	15 Aug-14 Sep 2008	1 Oct-31 Oct 2008	1 Dec 2008-31 Jan 2009	Army Implementation 1 MARCH 2009
SIT	SAT	MLUT	OT	

Army Contact Center Operational

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Contact Center Evolution

Web Site
S1 Net
Site Visits
VTCs

Resolve Questions → SAT/M-LUT/OT Assistance → Training Spt → IOC → **Human Resources Enterprise Contact Center**

Phones a person

IVRS

Web queries

Build & Standardize Knowledge

Right Now

Find answers using "*Frequently Asked Questions (FAQs)*"

"*Ask a Question*" *provides the ability to submit a Web Ticket*

Track questions and receive the latest inquiry updates using "*My Profile*"

ARMY
DIMHRS PROGRAM OFFICE
Army Defense Integrated Military Human Resources System (DIMHRS) Program Office (ADPO)

NEWS
Army News from around the World

AUDIO/VIDEO
Newscasts, Interviews, Briefings, Events

IMAGES
Army Images and Slideshows

INSTITUTION
Leaders, Public Affairs, Organization, FCS, Operations, Briefings, Speeches

ARMY LIFE
Career Management, Well-Being, Veterans

OUTREACH
Calendar, Support, Speeches, Athletics

HISTORY, HERITAGE & STORIES OF VALOR
Valor Stories, Heritage Months, Symbols

PUBLICATIONS
Soldiers Magazine, Professional Writing

BECOME A SOLDIER
Army, National Guard, Army Reserve

REFERENCES
Strategic Documents, Manuals, Libraries

RSS
PODCASTS

Support Home | Answers | Ask a Question | Live Help | My Stuff | My Profile | Logout | Help

Search | Browse

Logged in as: Lisa DeMille

Search by Product ⓘ
All
Search by Keyword | Search Tips
Search By
Phrases
Powered by RIGHT NOW
Search

15 Answers Available   Page: 1 of 2 Go

	Summary
1 New	How do I access DIMHRS?
2 New	
3 New	How can I reset my DIMHRS
4 New	Password?
5 New	
6 New	How do I use the self-service
7 New	function?
8 New	
9 New	Can I use DIMHRS without my CAC
10 New	card?

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Key Decision Points impacting Everyone

- Military Pay is an HR function: pay changes will be triggered by per updates
- One 44C20/30 will augment Deployed or Deploying Bdes
- DIMHRS Administrator training tentatively scheduled to start 21 Jul 2008 (PDSI-G5)
- T3/Change Agent Training are tentatively scheduled to start 6 Oct 2008 (PDSI-G6)
- Training is concentrated on Distance Learning
- There are two pay cycles per month (no option for once a month)
- Allotments can be disbursed every pay cycle once a month
- Bonuses and incentives are paid on paydays
- Access for DIMHRS (Implementation & 6 Months after)
- All documents will be electronically signed/routed & digitally signed
- DIMHRS will not pivot off SSN - All Soldiers will have an Employee ID Number
- All users must possess an AKO email account NLT 90 days prior to IOC (EmplID delivered through AKO)

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Key Policy Decisions (For Leaders)

- Business processes will change –
- All Soldiers must be briefed on DIMHRS (DIMHRS 101) NLT 30 days prior to IOC
- Commanders must assess their ability for Soldiers to access computers within their organizations (may require computer purchase for Self Service & Mgrs)
- The Army will begin reporting preparedness to implement DIMHRS on 15 Sep 2008 and every 15th of the month thereafter for:
    - # Soldiers briefed (DIMHRS 101)
    - Sufficient equipment at each unit
    - Number of specialists and managers that have been trained
    - Percent of Soldiers with a valid AKO account
    - Status of realignment of MILPAY Resources
    - Reporting tool will be web-based with limited access

DIMHRS Pay/Allotment Options

DIMHRS will pay on the 1st and 15th of the month only.

Allotments
- Can be disbursed either
    - on both paydays during the month (1st & 15th), or
    - on a monthly basis (1st), deducted from the both pay-cycles and distributed once
- All reservists on active duty for 179 days or more
    - Allotments for these Soldiers will automatically stop upon completion of active duty obligation
- Rent for Military Privatized Housing is no longer an allotment. It is shown as a deduction.
- DIMHRS will deduct minor mandatory deductions from the first available pay period.
  [i.e., TRICARE Dental, SGLI, and State-sponsored life insurance (ARNG only)]

Facts
- OSD mandated DIMHRS payment 1 & 15th of the month (2 Aug 07 memo)
- 90.6% of the current Army force currently use the midmonth option
- Soldiers will be notified of this change through:
    - Training (Included within Mandated Training)
    - Strategic Communications (articles, messages etc)
    - Area of concentration in Deployment Plan
    - Operations orders and FRAGOs

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DIMHRS Access Capabilities

1 Mar 09 (IOC)

Partitioned Authentication


```
┌────────────────────┐        ┌────────────────────┐
│   Role: Non-       │        │   Role:            │
│   Supervisor       │        │   Supervisor       │
└────────────────────┘        └────────────────────┘
         │                              │
┌────────────────────┐        ┌────────────────────┐
│ System Requires    │        │ System             │
│ User Id + Strong   │        │ Requires           │
│ Password           │        │ CAC                │
└────────────────────┘        └────────────────────┘
         │                              │
┌────────────────────┐        ┌────────────────────┐
│ Access Granted     │        │ Access Granted     │
│ to Individual      │        │ to Multiple        │
│ Record             │        │ Records            │
└────────────────────┘        └────────────────────┘
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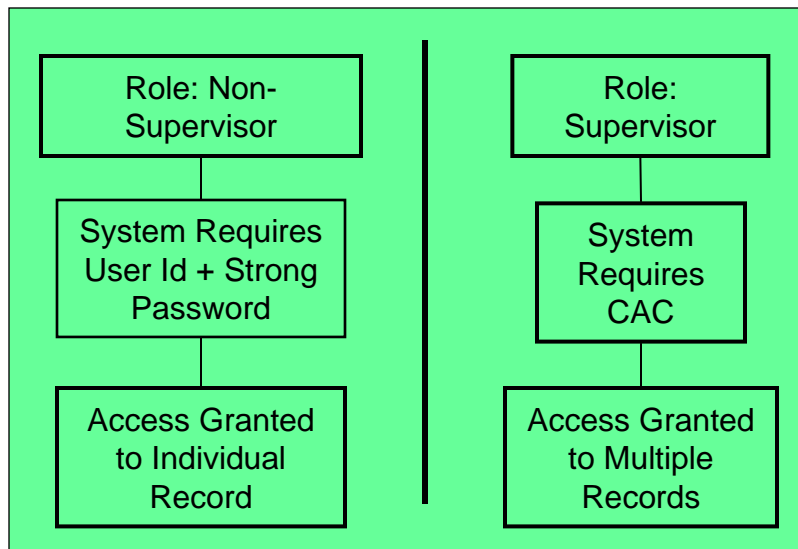
Must ID select manager roles as Self Service
Redesign business processes (Proxies)

Post DIMHRS IOC

Dynamic Roles


```
┌────────────┐      ◇ Self            N
│ Non-Mil    │──── ◇ Service? ◇ ──────────┐
│ User       │      ◇ Y/N ◇               │
│ Access     │                   ┌────────────────┐
└────────────┘         │ Y       │ System         │
                       │         │ Requires       │
              ┌────────────────┐ │ CAC            │
              │ Access         │ └────────────────┘
              │ Granted to     │        │
              │ Individual     │ ┌────────────────┐
              │ Record         │ │ Access         │
              └────────────────┘ │ Granted to     │
                                 │ Multiple       │
                                 │ Records        │
                                 └────────────────┘
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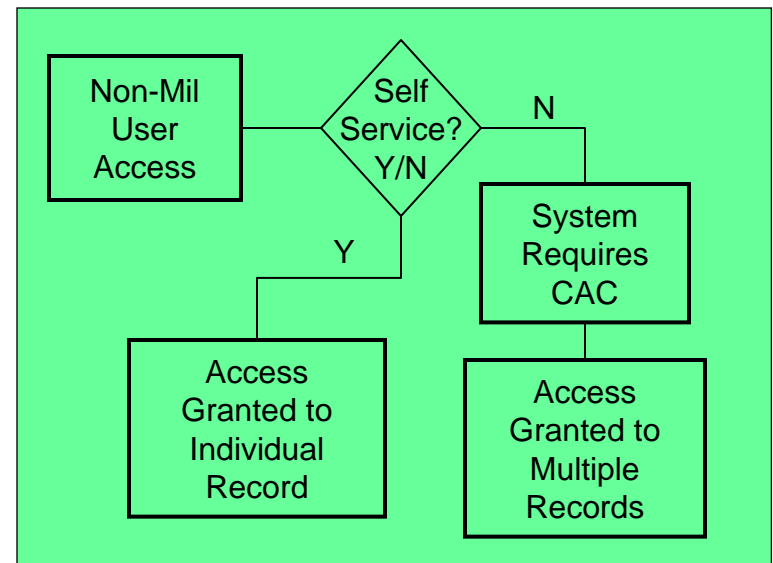
Impact: Hardware investment throughout the Army

DIMHRS User IDs and initial passwords will be delivered to Soldiers via their AKO account. Prior to IOC, Senior Leaders need to ensure that all their soldiers have AKO or .mil email access.

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DIMHRS Benefits Soldiers and Commanders !!!!

Acquire → Develop → Compensate → Distribute → Deploy → Sustain → Transition
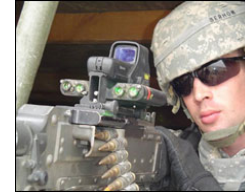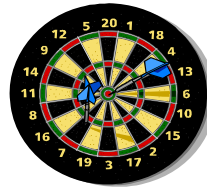
Soldiers
• Self Service Capabilities
  • No waiting in line
  • Real time response
  • Capability to monitor actions
  • One system for all HR & Pay Services
  • Global Reach- Web access anywhere
• One Integrated Database
  • Soldiers sees same information as Promotion Boards, School Boards etc
  • Confidence that one correction fixes all
  • Emergency Data (DD Form 93) is same regardless of what category serving (Home Station, Mob Site, Power Projection Platform, Demob etc).
• True Integration
  • One Record forever (regardless of component or status)

Commanders/CSMs & 1SGs
• Integrates all Components on One Database
  • Improved Readiness
  • Single AC/RC Database
  • Better Accountability
  • Less Training Requirements
  • Seamless Strength Reporting
  • Personnel Asset visibility for decision support
• Integrates Personnel and Pay
  • One System to Monitor
  • Personnel Transactions directly trigger Pay
  • All HR Functions in One System

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The Bottom Line

- DIMHRS will reach Initial Operational Capability (IOC) across the Army in March 2009

- DIMHRS will eventually be DoD wide; The Air Force will deploy the system in 2009 following the Army

- DIMHRS' deployment is a critical mission of all Army Components

- Soldiers will be paid, promoted, transferred, etc through DIMHRS

- **After March 2009 there will no longer be the option to receive once per month pay. Pay will be received on the 1st and 15th of each month. Please make necessary preparations and inform your family and any others that will be affected by this decision.

- DIMHRS is simply the tool to manage personnel and pay; the individuals working the jobs will still be the authority to get the job done.

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Where we need your support

Prepare for training
- DIMHRS training will begin in July 2008
- Identify T3/Change Agents
- Identify the DIMHRS Administrators

Ensure your people are plugged in
- Attend monthly DIMHRS strategic communications VTCs
- Read the Army DIMHRS Deployment Plan (Available on AKO)
- Visit the Army DIMHRS Web site (updated every 2 weeks)
  www.armydimhrs.army.mil

Prepare for the change
- Let your people know that DIMHRS is coming & it is a good thing
- The redesigned business process will significantly improve support, but they are changes that must be understood
- Support Change Champions

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SERVICE MEMBER RECORD BRIEF

NAME STACEY MICHAEL ALLEN				COMPONENT/STATE	ARAC1	GRADE E7	FNCTL CATEGORY	MOTOR TRAN	PMOS/AOC/FA	
SSN/EMPLOYEE ID 434000060		/ 00000000060		BRANCH DTL EXPIRES	20080402	DOR	FNCTL AREA/BRANCH	ARAC1	FNCTL AOC/PMOS SQI	
GENDER M	MARRIED	M	LAST PHYSICAL	CLEARANCE		APFT P/F DATE	EMERGENCY DATA VERIFIED DT	BASD 20050522	PROJ/MAND	BASIC DT OF APT 20050522
DOB 19710228	DEPENDENTS 1		EXAM			20040206	20040206	ETS	RET/ RELEASE	ORIG APT SRC
HEIGHT	MILITARY		PULHES/ PHYS	DATE CLEARANCE		MMRB/ MEB/	MAILING ADDRESS	BESD	DT	EAD CURR TOUR
WEIGHT	SPOUSE BRANCH		CAT/ DATE	GRANTED 12/30/1899		PEB DATE		FEBD 20050522	COHORT YEAR	CURR SVC AGRMT/EXP DT
COUNTRY OF CIT	OF SERVICE			INVESTIGATION TYPE				DIEMS	GROUP	
USA					20050522			DLADT		

ASSIGNMENT INFORMATION

ASGT PROJ	FROM	MO	UNIT NO	ORGANIZATION	STATION	LOC	COMD	DUTY TITLE	DMOS	ASI

OVERSEAS / DEPLOYMENT / COMBAT DUTY					CAREER FIELD INFORMATION - COMMISSIONED/AMEDD/WARRANT					
START-END DATE	**CT**	**MO**	**S**	**T**	**# TOURS**	**DROS** 19950512	**ENL PROMO PTS/ YRMO** 100/ 200402	**SECONDARY MOS/ AOC/ FA**	**BONUS MOS/ SPECIAL PAY**	**DELAY SEPARATION**
	Y O P M K S G M	08 41 17 18	1 C C C	O	SHORT					
					LONG	**DEROS** NA	**PREV ENL PROMO PTS/ YRMO** 75/ 200202	**ADDITIONAL MOS/ AOC/ FA**	**BONUS ELIGIBILITY END DT**	FLAG CD / FLAG START DT / FLAG EXP DT
					CBT	**DWELL START** 20011105	**GEOGRAPHY** US	**FNCTL AOC/ SMOS SQI**	**PROJ CAREER MGMT FIELD** AE88M	
					OPN		**ASCO** KS			AWARDS/DECORATIONS
					RES	**DWELL MO-DAYS** 56MO 18D	**DATE OF LAST ER** 20040204	**FNCTL GRP**	**PDSI/YRMO** 2222/ 200402	STPRDSM
							AEA/DATE 420A0 / 20040202	**ASI**	**CSL** BATTALION	1

MILITARY EDUCATION			CIVILIAN EDUCATION			
MEL/MES			INSTITUTION	DISCIPLINE		YR
COURSE		YEAR				
			LEVEL COMPLETED	C-HS Graduate or Equivalent		
			HOURS COMPLETED	400		

NON-MEL CERTIFICATION

CERTIFICATION	STATE	DT CERTIFIED	EXP DT

FOREIGN LANGUAGE

LANGUAGE	L	S	R	YMPTL	DLAB

Department of Defense		
Payment Date:	06/30/2007	
Period Begin Date: 06/16/2007		Period End Date: 06/30/2007

NAME: Wayne Gandy	Employee ID: 00000000176	TAX DATA:	Federal	VA State
	Department: W00101 -W001 704 M	Marital Status:	S	S
Grade: O3	Job Title: ALL SOURCE	Allowances:	0	0
ETS:	Pay Rate: $3,124.50 M	Additional Pct.:		
		Additional Amt.:		

HOURS AND EARNINGS

		-----Current-----		------YTD------		TAXES		
Description	Rate	Hours	Earnings	Hours	Earnings	Description	Current	YTD
Base Pay			1,562.25		14,060.25	FIT Withholding	218.77	1,968.93
BAH Without Dependen			1,293.00		6,465.00	OASDI Tax	96.86	871.74
Basic Allowance/Subs			93.75		843.75	Medicare Tax	22.65	203.87
						VA Withholding	71.91	359.55
Total			2,949.00		21,369.00	Total	410.19	3,404.09

BEFORE-TAX DEDUCTIONS			AFTER-TAX DEDUCTIONS			EMPLOYER PAID BENEFITS		
Description	Current	YTD	Description	Current	YTD	Description	Current	YTD
			Loan Allotment	12.50	125.00			
			Loan Allotment	250.00	2500.00			
			Other Discretionary	2.50	17.50			
			Other Discretionary	250.00	1750.00			
			VEAP Allotment	25.00	162.50			
			Donation to Charity	5.00	35.00			
Total	0.00	0.00	Total	545.00	4590.00	*Taxable		

	TOTAL GROSS	FED TAXABLE GROSS	TOTAL TAXES	TOTAL DEDUCTIONS	NET PAY
Current	2,949.00	1,562.25	410.19	545.00	1,993.81
YTD	21,369.00	14,060.25	3,404.09	5,407.50	12,557.41

LEAVE	
Ordinary Leave Balance-FYTD	11.250000
Ordinary Leave	1.250000

NET PAY DISTRIBUTION	
Summit Checking	1,993.81

Informative Resources

www.armydimhrs.army.mil

- Latest Program Information
- Workforce Readiness Packages (WRP)
- Work Center Readiness Packages
- Deployment Plan

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- User Productivity Kits (UPK)
- Workforce Readiness Packages (WRP)

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